

PERAC AUDIT REPORT



Wellesley Contributory Retirement System



JAN. 1, 2012 - DEC. 31, 2015



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PERAC

COMMONWEALTH OF MASSACHUSETTS | PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION

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JOSEPH E. CONNARTON, *Executive Director*

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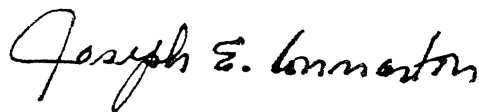
May 10, 2017

The Public Employee Retirement Administration Commission has completed an examination of the Wellesley Retirement System pursuant to G.L. c. 32, § 21. The examination covered the period from January 1, 2012 to December 31, 2015. This audit was conducted in accordance with the accounting and management standards established by the Public Employee Retirement Administration Commission in regulation 840 CMR 25.00. Additionally, all supplementary regulations approved by PERAC and on file at PERAC are listed in this report.

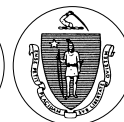
In our opinion, the financial records are being maintained and the management functions are being performed in conformity with the standards established by the Public Employee Retirement Administration Commission with the exception noted in the finding presented in this report.

In closing, I acknowledge the work of examiners Elaine Pursley and Kevin McCarthy who conducted this examination, and express appreciation to the Board of Retirement and staff for their courtesy and cooperation.

Sincerely,



Joseph E. Connarton
Executive Director



EXPLANATION OF FINDING AND RECOMMENDATION

Membership:

The auditor sampled payrolls from all member units to determine that members' rate, base deductions, and 2% additional deductions were accurate.

We noted that one member was receiving a clothing allowance that was incorrectly subject to retirement deductions. Clothing allowance payments are specifically excluded from regular compensation by 840 CMR 15.03 3(f). In cases where the clothing allowance is broken out on the payroll as its own line item, retirement contributions are correctly not withheld. However, because this individual's contract included the clothing allowance in his base salary, it was incorrectly classified as regular compensation.

We also noted the schools' pay type # 711, Additional Days, was included as regular compensation for base deductions but not included as regular compensation for 2% additional deductions.

Recommendation: The payroll department should be instructed to stop withholding retirement deductions from clothing allowance and to start withholding the additional 2%, if applicable, from Additional Days.

Board Response:

The one member receiving a clothing allowance included in the base salary recently retired. The Board agreed that the clothing allowance was not regular compensation and retirement deductions taken erroneously have been refunded.

The school pay type # 711 has been corrected to include 2% deductions.

FINAL DETERMINATION:

PERAC Audit staff will follow up in six (6) months to ensure appropriate actions have been taken regarding all findings.

STATEMENT OF LEDGER ASSETS AND LIABILITIES

AS OF DECEMBER 31,				
	2015	2014	2013	2012
Net Assets Available For Benefits:				
Cash	\$806,213	\$308,852	\$804,879	\$1,047,752
PRIT Cash Fund	114	250,066	300,056	78
PRIT Core Fund	152,484,113	152,253,229	141,265,918	124,436,134
Prepaid Expenses	1,631	1,588	1,512	1,510
Accounts Receivable	518,001	400,456	342,959	504,778
Accounts Payable	(273,976)	(258,268)	(376,904)	(275,488)
Total	<u>\$153,536,096</u>	<u>\$152,955,923</u>	<u>\$142,338,421</u>	<u>\$125,714,763</u>
Fund Balances:				
Annuity Savings Fund	\$35,690,215	\$34,081,775	\$31,909,420	\$31,471,711
Annuity Reserve Fund	6,509,713	6,939,576	7,372,870	6,801,005
Pension Fund	11,367,539	11,449,866	11,381,668	12,002,684
Military Service Fund	2,903	3,310	2,897	2,894
Expense Fund	0	0	0	0
Pension Reserve Fund	99,965,726	100,481,397	91,671,566	75,436,469
Total	<u>\$153,536,096</u>	<u>\$152,955,923</u>	<u>\$142,338,421</u>	<u>\$125,714,763</u>

STATEMENT OF CHANGES IN FUND BALANCES

	Annuity Savings Fund	Annuity Reserve Fund	Pension Fund	Military Service Fund	Expense Fund	Pension Reserve Fund	Total All Funds
Beginning Balance (2012)	\$30,360,426	\$6,669,367	\$13,534,570	\$6,254	\$0	\$63,176,648	\$113,747,265
Receipts	3,463,764	195,406	4,220,119	5	847,442	14,506,836	23,233,571
Interfund Transfers	(1,331,573)	1,334,937	2,247,015	(3,364)	0	(2,247,015)	0
Disbursements	(1,020,907)	(1,398,705)	(7,999,019)	0	(847,442)	0	(11,266,073)
Ending Balance (2012)	31,471,711	6,801,005	12,002,684	2,894	0	75,436,469	125,714,763
Receipts	3,554,968	209,610	6,413,448	3	959,394	17,685,556	28,822,979
Interfund Transfers	(1,925,313)	1,896,378	1,479,394	0	0	(1,450,459)	0
Disbursements	(1,191,946)	(1,534,122)	(8,513,859)	0	(959,394)	0	(12,199,321)
Ending Balance (2013)	31,909,420	7,372,870	11,381,668	2,897	0	91,671,566	142,338,421
Receipts	4,055,368	214,143	7,459,775	3	1,007,248	10,263,814	23,000,350
Interfund Transfers	(1,087,668)	1,062,258	1,478,984	410	0	(1,453,984)	0
Disbursements	(795,345)	(1,709,695)	(8,870,560)	0	(1,007,248)	0	(12,382,847)
Ending Balance (2014)	34,081,775	6,939,576	11,449,866	3,310	0	100,481,397	152,955,923
Receipts	4,054,440	197,870	7,745,224	3	1,035,229	673,236	13,706,002
Interfund Transfers	(1,184,773)	1,182,061	1,192,029	(410)	0	(1,188,907)	0
Disbursements	(1,261,226)	(1,809,793)	(9,019,580)	0	(1,035,229)	0	(13,125,829)
Ending Balance (2015)	\$35,690,215	\$6,509,713	\$11,367,539	\$2,903	\$0	\$99,965,726	\$153,536,096

STATEMENT OF RECEIPTS

FOR THE PERIOD ENDING DECEMBER 31,				
	2015	2014	2013	2012
Annuity Savings Fund:				
Members Deductions	\$3,448,878	\$3,298,190	\$3,124,448	\$3,060,572
Transfers from Other Systems	526,129	619,099	344,021	352,190
Member Make Up Payments and Re-deposits	1,395	30,202	27,950	9,218
Member Payments from Rollovers	28,224	64,641	4,364	2,391
Investment Income Credited to Member Accounts	49,815	43,236	54,185	39,392
Sub Total	<u>4,054,440</u>	<u>4,055,368</u>	<u>3,554,968</u>	<u>3,463,764</u>
Annuity Reserve Fund:				
Investment Income Credited to the Annuity Reserve Fund	<u>197,870</u>	<u>214,143</u>	<u>209,610</u>	<u>195,406</u>
Pension Fund:				
3 (8) (c) Reimbursements from Other Systems	343,260	307,225	329,015	228,934
Received from Commonwealth for COLA and Survivor Benefits	116,067	104,514	140,154	161,565
Pension Fund Appropriation	7,285,897	7,040,036	5,944,279	3,829,620
Settlement of Workers' Compensation Claims	0	8,000	0	0
Recovery of 91A Overearnings	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Sub Total	<u>7,745,224</u>	<u>7,459,775</u>	<u>6,413,448</u>	<u>4,220,119</u>
Military Service Fund:				
Investment Income Credited to the Military Service Fund	<u>3</u>	<u>3</u>	<u>3</u>	<u>5</u>
Expense Fund:				
Investment Income Credited to the Expense Fund	<u>1,035,229</u>	<u>1,007,248</u>	<u>959,394</u>	<u>847,442</u>
Pension Reserve Fund:				
Federal Grant Reimbursement	18,935	30,431	24,160	32,956
Interest Not Refunded	1,676	1,498	6,212	0
Miscellaneous Income	2,763	17,917	16,449	35,237
Excess Investment Income	<u>649,863</u>	<u>10,213,968</u>	<u>17,638,735</u>	<u>14,438,643</u>
Sub Total	<u>673,236</u>	<u>10,263,814</u>	<u>17,685,556</u>	<u>14,506,836</u>
Total Receipts, Net	<u>\$13,706,002</u>	<u>\$23,000,350</u>	<u>\$28,822,979</u>	<u>\$23,233,571</u>

STATEMENT OF DISBURSEMENTS

FOR THE PERIOD ENDING DECEMBER 31,				
	2015	2014	2013	2012
Annuity Savings Fund:				
Refunds to Members	\$445,852	\$303,611	\$481,677	\$282,439
Transfers to Other Systems	815,374	491,735	710,269	738,468
Sub Total	<u>1,261,226</u>	<u>795,345</u>	<u>1,191,946</u>	<u>1,020,907</u>
Annuity Reserve Fund:				
Annuities Paid	1,695,474	1,649,526	1,534,122	1,398,705
Option B Refunds	114,319	60,169	0	0
Sub Total	<u>1,809,793</u>	<u>1,709,695</u>	<u>1,534,122</u>	<u>1,398,705</u>
Pension Fund:				
Pensions Paid:				
Regular Pension Payments	6,851,333	6,679,997	6,309,154	5,896,832
Survivorship Payments	577,343	562,672	559,890	572,945
Ordinary Disability Payments	63,627	26,541	38,896	37,876
Accidental Disability Payments	1,123,419	1,182,048	1,157,232	1,068,156
Accidental Death Payments	133,724	162,742	161,936	176,290
Section 101 Benefits	25,917	26,385	32,171	31,234
3 (8) (c) Reimbursements to Other Systems	244,217	230,174	254,580	210,908
State Reimbursable COLA's Paid	0	0	0	4,778
Sub Total	<u>9,019,580</u>	<u>8,870,560</u>	<u>8,513,859</u>	<u>7,999,019</u>
Expense Fund:				
Board Member Stipend	3,000	3,000	3,000	0
Salaries	152,607	161,999	134,984	131,553
Legal Expenses	17,442	13,162	6,153	13,603
Travel Expenses	2,850	1,163	2,797	1,300
Administrative Expenses	12,978	12,487	15,182	15,063
Professional Services	625	0	0	0
Actuarial Services	25,000	0	27,000	19,000
Accounting Services	8,400	8,400	8,400	8,400
Education and Training	1,350	1,313	1,240	540
Furniture and Equipment	0	0	1,200	0
Management Fees	784,507	780,294	735,177	631,006
Service Contracts	16,725	15,980	15,190	17,967
Fiduciary Insurance	9,744	9,451	9,071	9,010
Sub Total	<u>1,035,229</u>	<u>1,007,248</u>	<u>959,394</u>	<u>847,442</u>
Total Disbursements	<u>\$13,125,829</u>	<u>\$12,382,847</u>	<u>\$12,199,321</u>	<u>\$11,266,073</u>

INVESTMENT INCOME

FOR THE PERIOD ENDING DECEMBER 31,				
	2015	2014	2013	2012
Investment Income Received From:				
Cash	\$2,345	\$1,608	\$2,753	\$3,625
Pooled or Mutual Funds	3,981,503	4,150,159	3,831,172	3,764,775
Total Investment Income	<u>3,983,848</u>	<u>4,151,767</u>	<u>3,833,925</u>	<u>3,768,400</u>
Plus:				
Realized Gains	5,577,125	6,575,967	6,148,261	3,050,781
Unrealized Gains	7,909,578	9,463,198	15,880,210	15,959,303
Sub Total	<u>13,486,703</u>	<u>16,039,166</u>	<u>22,028,471</u>	<u>19,010,084</u>
Less:				
Realized Loss	(71,277)	0	0	0
Unrealized Loss	(15,466,494)	(8,712,336)	(7,000,470)	(7,257,596)
Sub Total	<u>(15,537,771)</u>	<u>(8,712,336)</u>	<u>(7,000,470)</u>	<u>(7,257,596)</u>
Net Investment Income	<u>1,932,780</u>	<u>11,478,597</u>	<u>18,861,926</u>	<u>15,520,887</u>
Income Required:				
Annuity Savings Fund	49,815	43,236	54,185	39,392
Annuity Reserve Fund	197,870	214,143	209,610	195,406
Military Service Fund	3	3	3	5
Expense Fund	1,035,229	1,007,248	959,394	847,442
Total Income Required	<u>1,282,917</u>	<u>1,264,629</u>	<u>1,223,191</u>	<u>1,082,245</u>
Net Investment Income	1,932,780	11,478,597	18,861,926	15,520,887
Less: Total Income Required	<u>1,282,917</u>	<u>1,264,629</u>	<u>1,223,191</u>	<u>1,082,245</u>
Excess Income (Loss) To The Pension Reserve Fund	<u>\$649,863</u>	<u>\$10,213,968</u>	<u>\$17,638,735</u>	<u>\$14,438,643</u>

SCHEDULE OF ALLOCATION OF INVESTMENTS OWNED

(percentages by category)

AS OF DECEMBER 31, 2015		
	MARKET VALUE	PERCENTAGE OF TOTAL ASSETS
Cash	\$806,213	0.5%
PRIT Cash Fund	114	0.0%
PRIT Core Fund	<u>152,484,113</u>	<u>99.5%</u>
Grand Total	\$153,290,440	<u>100.0%</u>

For the year ending December 31, 2015, the rate of return for the investments of the Wellesley Retirement System was 1.22%. For the five-year period ending December 31, 2015, the rate of return for the investments of the Wellesley Retirement System averaged 7.63%. For the 31-year period ending December 31, 2015, since PERAC began evaluating the returns of the retirement systems, the rate of return on the investments of the Wellesley Retirement System was 9.92%.

The composite rate of return for all retirement systems for the year ending December 31, 2015 was 0.91%. For the five-year period ending December 31, 2015, the composite rate of return for the investments of all retirement systems averaged 7.49%. For the 31-year period ending December 31, 2015, since PERAC began evaluating the returns of the retirement systems, the composite rate of return on the investments of all retirement systems averaged 9.14%.

SUPPLEMENTARY INVESTMENT REGULATIONS

The Wellesley Retirement System voted on August 29, 2007 to invest all of the system's assets with the PRIT fund. As a result of that motion, the supplemental investment regulations submitted and previously approved by the Public Employee Retirement Administration Commission were effectively rescinded.

NOTES TO FINANCIAL STATEMENTS

NOTE 1 – SUMMARY OF PLAN PROVISIONS

The plan is a contributory defined benefit plan covering all Wellesley Retirement System member unit employees deemed eligible by the retirement board, with the exception of school department employees who serve in a teaching capacity. The Teachers' Retirement Board administers the pensions of such school employees.

ADMINISTRATION

There are 104 contributory retirement systems for public employees in Massachusetts. Each system is governed by a retirement board and all boards, although operating independently, are governed by Chapter 32 of the Massachusetts General Laws. This law in general provides uniform benefits, uniform contribution requirements and a uniform accounting and funds structure for all systems.

PARTICIPATION

Participation is mandatory for all full-time employees. Eligibility with respect to part-time, provisional, temporary, seasonal or intermittent employment is governed by regulations promulgated by the retirement board, and approved by PERAC. Membership is optional for certain elected officials.

There are 4 classes of membership in the retirement system, but one of these classes, Group 3, is made up exclusively of the State Police. The other 3 classes are as follows:

Group 1:

General employees, including clerical, administrative, technical and all other employees not otherwise classified.

Group 2:

Certain specified hazardous duty positions.

Group 4:

Police officers, firefighters, and other specified hazardous positions.

NOTES TO FINANCIAL STATEMENTS (Continued)

MEMBER CONTRIBUTIONS

Member contributions vary depending on the most recent date of membership:

Prior to 1975:	5% of regular compensation
1975 - 1983:	7% of regular compensation
1984 to 6/30/96:	8% of regular compensation
7/1/96 to present:	9% of regular compensation
1979 to present:	an additional 2% of regular compensation in excess of \$30,000.

In addition, members of Group 1 who join the system on or after April 2, 2012 will have their withholding rate reduced to 6% after achieving 30 years of creditable service.

RATE OF INTEREST

Interest on regular deductions made after January 1, 1984 is a rate established by PERAC in consultation with the Commissioner of Banks. The rate is obtained from the average rates paid on individual savings accounts by a representative sample of at least 10 financial institutions.

RETIREMENT AGE

The mandatory retirement age for some Group 2 and Group 4 employees is age 65. Most Group 2 and Group 4 members may remain in service after reaching age 65. Group 4 members who are employed in certain public safety positions are required to retire at age 65. There is no mandatory retirement age for employees in Group 1.

SUPERANNUATION RETIREMENT

A person who became a member before April 2, 2012 is eligible for a superannuation retirement allowance (service retirement) upon meeting the following conditions:

- completion of 20 years of service, or
- attainment of age 55 if hired prior to 1978, or if classified in Group 4, or
- attainment of age 55 with 10 years of service, if hired after 1978, and if classified in Group 1 or 2.

A person who became a member on or after April 2, 2012 is eligible for a superannuation retirement allowance (service retirement) upon meeting the following conditions:

- attainment of age 60 with 10 years of service if classified in Group 1, or
- attainment of age 55 with 10 years of service if classified in Group 2, or
- attainment of age 55 if classified in Group 4.

NOTES TO FINANCIAL STATEMENTS (Continued)

AMOUNT OF BENEFIT

A member's annual allowance is determined by multiplying average salary by a benefit rate related to the member's age and job classification at retirement, and the resulting product by his creditable service. The amount determined by the benefit formula cannot exceed 80% of the member's highest three year (or five year as discussed below) average salary. For veterans as defined in G.L. c. 32, s. 1, there is an additional benefit of \$15 per year for each year of creditable service, up to a maximum of \$300.

For employees who become members after January 1, 2011, regular compensation is limited to 64% of the federal limit found in 26 U.S.C. 401(a)(17). In addition, regular compensation will be limited to prohibit "spiking" of a member's salary to increase the retirement benefit.

- For persons who became members prior to April 2, 2012, Average Salary is the average annual rate of regular compensation received during the 3 consecutive years that produce the highest average, or, if greater, during the last 3 years (whether or not consecutive) preceding retirement.
- For persons who became members on or after April 2, 2012, Average Salary is the average annual rate of regular compensation received during the 5 consecutive years that produce the highest average, or, if greater, during the last 5 years (whether or not consecutive) preceding retirement.
- The Benefit Rate varies with the member's retirement age. For persons who became members prior to April 2, 2012 the highest rate of 2.5% applies to Group 1 employees who retire at or after age 65, Group 2 employees who retire at or after age 60, and to Group 4 employees who retire at or after age 55. A .1% reduction is applied for each year of age under the maximum age for the member's group. For Group 2 employees who terminate from service under age 55, the benefit rate for a Group 1 employee shall be used.
- For persons who became members on or after April 2, 2012 and retire with less than 30 years of creditable service, the highest rate of 2.5% applies to Group 1 employees who retire at or after age 67, Group 2 employees who retire at or after age 62, and to Group 4 employees who retire at or after age 57. A .15% reduction is applied for each year of age under the maximum age for the member's group.
- For persons who became members on or after April 2, 2012 and retire with more than 30 years of creditable service, the highest rate of 2.5% applies to Group 1 employees who retire at or after age 67, Group 2 employees who retire at or after age 62, and to Group 4 employees who retire at or after age 57. A .125% reduction is applied for each year of age under the maximum age for the member's group.

DEFERRED VESTED BENEFIT

A participant who has attained the requisite years of creditable service can elect to defer his or her retirement until a later date. Certain public safety employees cannot defer beyond age 65. All participants must begin to receive a retirement allowance or withdraw their accumulated deductions no later than April 15 of the calendar year following the year they reach age 70½.

NOTES TO FINANCIAL STATEMENTS (Continued)

WITHDRAWAL OF CONTRIBUTIONS

Member contributions may be withdrawn upon termination of employment. The interest rate for employees who first become members on or after January 1, 1984 who voluntarily withdraw their contributions with less than 10 years of service will be 3%. Interest payable on all other withdrawals will be set at regular interest.

DISABILITY RETIREMENT

The Massachusetts Retirement Plan provides 2 types of disability retirement benefits:

ORDINARY DISABILITY

Eligibility: Non-veterans who become totally and permanently disabled by reason of a non-job related condition with at least 10 years of creditable service (or 15 years creditable service in systems in which the local option contained in G.L. c. 32, s. 6(1) has not been adopted).

Veterans with ten years of creditable service who become totally and permanently disabled by reason of a non-job related condition prior to reaching “maximum age”. “Maximum age” applies only to those employees classified in Group 4 who are subject to mandatory retirement.

Retirement Allowance: For persons who became members prior to April 2, 2012, the benefit is equal to the accrued superannuation retirement benefit as if the member was age 55. If the member is a veteran, the benefit is 50% of the member’s final rate of salary during the preceding 12 months, plus an annuity based upon accumulated member contributions plus credited interest. If the member is over age 55, he or she will receive not less than the superannuation allowance to which he or she is entitled.

For persons in Group 1 who became members on or after April 2, 2012, the benefit is equal to the accrued superannuation retirement benefit as if the member was age 60. If the member is a veteran, the benefit is 50% of the member’s final rate of salary during the preceding 12 months, plus an annuity based upon accumulated member contributions plus credited interest. If the member is over age 60, he or she will receive not less than the superannuation allowance to which he or she would have been entitled had they retired for superannuation.

For persons in Group 2 and Group 4 who became members on or after April 2, 2012, the benefit is equal to the accrued superannuation retirement benefit as if the member was age 55. If the member is a veteran, the benefit is 50% of the member’s final rate of salary during the preceding 12 months, plus an annuity based upon accumulated member contributions plus credited interest. If the member is over age 55, he or she will receive not less than the superannuation allowance to which he or she would have been entitled had they retired for superannuation.

NOTES TO FINANCIAL STATEMENTS (Continued)

ACCIDENTAL DISABILITY

Eligibility: Applies to members who become permanently and totally unable to perform the essential duties of the position as a result of a personal injury sustained or hazard undergone while in the performance of duties. There are no minimum age or service requirements.

Retirement Allowance: 72% of salary plus an annuity based on accumulated member contributions, with interest. This amount is not to exceed 100% of pay. For those who became members in service after January 1, 1988 or who have not been members in service continually since that date, the amount is limited to 75% of pay. There is an additional pension of \$846.12 per year (or \$312.00 per year in systems in which the local option contained in G.L. c. 32, s. 7(2)(a)(iii) has not been adopted), per child who is under 18 at the time of the member's retirement, with no age limitation if the child is mentally or physically incapacitated from earning. The additional pension may continue up to age 22 for any child who is a full time student at an accredited educational institution. For systems that have adopted Chapter 157 of the Acts of 2005, veterans as defined in G.L. c. 32, s. 1 receive an additional benefit of \$15 per year for each year of creditable service, up to a maximum of \$300.

ACCIDENTAL DEATH

Eligibility: Applies to members who die as a result of a work-related injury or if the member was retired for accidental disability and the death was the natural and proximate result of the injury or hazard undergone on account of which such member was retired.

Allowance: An immediate payment to a named beneficiary equal to the accumulated deductions at the time of death, plus a pension equal to 72% of current salary and payable to the surviving spouse, dependent children or the dependent parent, plus a supplement of \$846.12 per year, per child (or \$312.00 per year in systems in which the local option contained in G.L. c. 32, s. 9(2)(d)(ii) has not been adopted), payable to the spouse or legal guardian until all dependent children reach age 18 or 22 if a full time student, unless mentally or physically incapacitated.

The surviving spouse of a member of a police or fire department or any corrections officer who, under specific and limited circumstances detailed in the statute, suffers an accident and is killed or sustains injuries while in the performance of his duties that results in his death, may receive a pension equal to the maximum salary for the position held by the member upon his death. In addition, an eligible family member may receive a one time payment of \$150,000.00 from the State Retirement Board. This lump sum payment is also available to the family of a public prosecutor in certain, limited circumstances.

NOTES TO FINANCIAL STATEMENTS (Continued)

DEATH AFTER ACCIDENTAL DISABILITY RETIREMENT

Effective November 7, 1996, Accidental Disability retirees were allowed to select Option C at retirement and provide a benefit for an eligible survivor. For Accidental Disability retirees prior to November 7, 1996, who could not select Option C, if the member's death is from a cause unrelated to the condition for which the member received accidental disability benefits, a surviving spouse will receive an annual allowance of \$6,000. For Systems that accept the provisions of Section 28 of Chapter 131 of the Acts of 2010, the amount of this benefit is \$9,000. For Systems that accept the provisions of Section 63 of Chapter 139 of the Acts of 2012, the amount of this benefit is \$12,000.

DEATH IN ACTIVE SERVICE

Allowance: An immediate allowance equal to that which would have been payable had the member retired and selected Option C on the day before his or her death. For a member who became a member prior to April 2, 2012 whose death occurred prior to the member's superannuation retirement age, the age 55 benefit rate is used. For a member classified in Group 1 who became a member on or after April 2, 2012 whose death occurred prior to the member's superannuation retirement age, the age 60 benefit rate is used. If the member died after age 60, the actual age is used. For a member classified in Group 2 or Group 4, whose death occurred prior to the member's minimum superannuation retirement age, the benefit shall be calculated using an age 55 age factor. The minimum annual allowance payable to the surviving spouse of a member in service who dies with at least two years of creditable service is \$3,000 unless the retirement system has accepted the local option increasing this minimum annual allowance to \$6,000, provided that the member and the spouse were married for at least one year and living together on the member's date of death.

The surviving spouse of such a member in service receives an additional allowance equal to the sum of \$1,440 per year for the first child and \$1,080 per year for each additional child until all dependent children reach age 18 or 22 if a full time student, unless mentally or physically incapacitated.

COST OF LIVING

If a system has accepted Chapter 17 of the Acts of 1997, and the Retirement Board votes to pay a cost of living increase (COLA) for that year, the percentage is determined based on the increase in the Consumer Price Index used for indexing Social Security benefits, but cannot exceed 3.0%. Section 51 of Chapter 127 of the Acts of 1999, if accepted, allows boards to grant COLA increases greater than that determined by CPI but not to exceed 3.0%. Only a certain portion of a retiree's total allowance is subject to a COLA. The total COLA for periods from 1981 through 1996 is paid for by the Commonwealth of Massachusetts.

Under the provisions of Chapter 32, Section 103(j) inserted by Section 19 of Chapter 188 of the Acts of 2010, systems may increase the maximum base on which the COLA is calculated in multiples of \$1,000. For many years the COLA base was calculated based upon the first \$12,000 of a retiree's allowance. Now the maximum base upon which the COLA is calculated varies from system to system. Each increase in the base must be accepted by a majority vote of the Retirement Board and approved by the legislative body.

NOTES TO FINANCIAL STATEMENTS (Continued)

METHODS OF PAYMENT

A member may elect to receive his or her retirement allowance in one of 3 forms of payment.

Option A: Total annual allowance, payable in monthly installments, commencing at retirement and terminating at the member's death.

Option B: A reduced annual allowance, payable in monthly installments, commencing at retirement and terminating at the death of the member, provided, however, that if the total amount of the annuity portion received by the member is less than the amount of his or her accumulated deductions, including interest, the difference or balance of his accumulated deductions will be paid in a lump sum to the retiree's beneficiary or beneficiaries of choice.

Option C: A reduced annual allowance, payable in monthly installments, commencing at retirement. At the death of the retired employee, 2/3 of the allowance is payable to the member's designated beneficiary (who may be the spouse, or former spouse who is has not remarried, child, parent, sister, or brother of the employee) for the life of the beneficiary. For members who retired on or after January 12, 1988, if the beneficiary pre-deceases the retiree, the benefit payable increases (or "pops up" to Option A) based on the factor used to determine the Option C benefit at retirement. For members who retired prior to January 12, 1988, if the System has accepted Section 288 of Chapter 194 of the Acts of 1998 and the beneficiary pre-deceases the retiree, the benefit payable "pops up" to Option A in the same fashion. The Option C became available to accidental disability retirees on November 7, 1996.

ALLOCATION OF PENSION COSTS

If a member's total creditable service was partly earned by employment in more than one retirement system, the cost of the "pension portion" is allocated between the different systems pro rata based on the member's service within each retirement system. In certain circumstances, if a member received regular compensation concurrently from two or more systems on or after January 1, 2010, and was not vested in both systems as of January 1, 2010, such a pro-rata may not be undertaken. This is because such a person may receive a separate retirement allowance from each system.

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES

The accounting records of the System are maintained on a calendar year basis in accordance with the standards and procedures established by the Public Employee Retirement Administration Commission.

Cash accounts are considered to be funds on deposit with banks and are available upon demand.

Short Term Investments are highly liquid investments that will mature within twelve months from the date of acquisition.

Investments are reported at their fair value. Securities traded on recognized exchanges are valued at the most recent sales price at year end. If no sale was reported, the mean of the bid and asked price is used when available, or the most recent bid price. Mutual, commingled and pooled funds are valued based on the net asset or unit value at year end. Real estate and alternative investments are valued based on estimates provided by the managers of those respective investments. Purchases and sales of securities are reflected on the date the trade is initiated. Realized gain or loss is largely based on the difference between the cost or the value at the prior year end and the funds realized upon liquidation. Dividend income is generally recorded when received. Interest income is recorded as earned on an accrual basis. Income from alternative investments is recorded as reported by the managing partner. Appreciation or depreciation in the value of investments consists of the unrealized gains and losses reported as the difference between the previous period and the current value.

The system makes estimates and assumptions that affect the reported values of assets and liabilities and the reported amounts added and deducted during the reporting periods. The fair value of real estate and alternative investment holdings are generally estimated in the absence of reliable exchange values. The actual funds realized upon liquidation may differ from these estimates.

The provisions of Massachusetts General Laws Chapter 32, § 23(2) generally govern the investment practices of the system. The Board primarily relies upon the investment strategy of the PRIM Board to maintain their progress toward full funding of the system. That strategy seeks to balance the exposure to common deposit and investment risks related to custody, credit concentrations, interest rate and foreign currency fluctuations.

Operating expenses include the ordinary and necessary cost of investment and professional services and the other miscellaneous administrative expenses of the system.

NOTES TO FINANCIAL STATEMENTS (Continued)

The Annuity Savings Fund is the fund in which members' contributions are deposited. Voluntary contributions, re-deposits, and transfers to and from other systems, are also accounted for in this fund. Members' contributions to the fund earn interest at a rate determined by PERAC. Interest for some members who withdraw with less than ten years of service is transferred to the Pension Reserve Fund. Upon retirement, members' contributions and interest are transferred to the Annuity Reserve Fund. Dormant account balances must be transferred to the Pension Reserve Fund after a period of ten years of inactivity.

The Annuity Reserve Fund is the fund to which a member's account is transferred upon retirement from the Annuity Savings Fund and Special Military Service Credit Fund. The annuity portion of the retirement allowance is paid from this fund. Interest is credited monthly to this fund at the rate of 3% annually on the previous month's balance.

The Special Military Service Credit Fund contains contributions and interest for members while on a military leave for service in the Armed Forces who will receive creditable service for the period of that leave.

The Expense Fund contains amounts transferred from investment income for the purposes of administering the retirement system.

The Pension Fund contains the amounts appropriated by the governmental units as established by PERAC to pay the pension portion of each retirement allowance.

The Pension Reserve Fund contains amounts appropriated by the governmental units for the purposes of funding future retirement benefits. Any profit or loss realized on the sale or maturity of any investment or on the unrealized gain of a market valued investment as of the valuation date is credited to the Pension Reserve Fund. Additionally, any investment income in excess of the amount required to credit interest to the Annuity Savings Fund, Annuity Reserve Fund, and Special Military Service Credit Fund is credited to this Reserve account.

The Investment Income Account is credited with all income derived from interest and dividends of invested funds. At year-end the interest credited to the Annuity Savings Fund, Annuity Reserve Fund, Expense Fund, and Special Military Service Credit Fund is distributed from this account and the remaining balance is transferred to the Pension Reserve Fund.

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 3 - SUPPLEMENTARY MEMBERSHIP REGULATIONS

The Wellesley Retirement System submitted the following supplementary membership regulations, which were approved by the Public Employee Retirement Administration Commission on:

Membership:

November 5, 2012:

Any person shall be deemed eligible for membership in the Retirement System if such person is regularly employed in the service of the Town of Wellesley or the Wellesley Housing Authority on a basis which anticipates work at the rate of one thousand (1000) hours or more each year.

I. Every member of the Retirement System shall receive credit for each calendar year according to the extent, of that service for the Town of Wellesley during such year, as follows:

A. A member who is compensated throughout the year on a fulltime basis shall be credited with one year of service with respect to such year.

B. If a member's service is not on a fulltime basis throughout the year, the Board shall determine the proportion of a full year for which credit is given is to be allowed. In such cases, credit will be given with respect to a calendar year for a prorated portion of one year's service determined by dividing (a) the number of hours actually worked or credited during such year by (b) the number of hours expected to be worked during such year by an employee doing similar work on a fulltime basis; and such prorated portion of a year, if not a whole number of months, shall be adjusted to be equivalent to the next highest whole number of months.

C. A member who is employed during a calendar year by the Town on a fulltime basis, but who has had periods of absence with partial compensation or without pay will be credited with respect to such year with a prorated portion of one year's service determined by dividing (a) the sum of the actual deductions with respect to such year by (b) what the deductions for such year would have been had a full year's compensation been received; and such prorated portion of a year, if not a whole number of months, shall be adjusted to be equivalent to the next highest whole number of months.

Creditable Service:

D. An employee, part of whose services for the Town falls within one of the classes excluded under paragraph II(3), but who is a member of the Retirement System by virtue of other employment by the Town, shall receive credit during any calendar year on the basis of such employee's eligible service only.

E. If a member received compensation for eligible service from two or more appropriations during a calendar year, such member shall be credited with up to one year of service with respect to such year, the amount of such credit to be computed by dividing (a) the total hours for which compensation was received for eligible service during such year by (b) 2000; but such credit shall

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 3 - SUPPLEMENTARY MEMBERSHIP REGULATIONS (Continued)

not exceed one year, and any credit for a portion of a year, if not a whole number of months, shall be adjusted to be equivalent to the next highest whole number of months.

2. The number of years and full months of creditable service to be used in computing the member's retirement allowance shall be taken as the sum of the amounts of service credited for each of the years during which the member was a member of the Retirement System

Miscellaneous:

July 22, 2016

Payment of Interest - Correction of Errors

The provisions of M.G.L. c. 32, § 20(5)(c)(2) state "[w]hen an error exists in the records maintained by the system or an error is made in computing a benefit and, as a result, a member or beneficiary receives from the system more or less than the member or beneficiary would have been entitled to receive had the records been correct or had the error not been made, the records or error shall be corrected and as far as practicable, and future payments shall be adjusted so that the actuarial equivalent of the pension or benefit to which the member or beneficiary was correctly entitled shall be paid. If it is determined that a member has contributed an incorrect amount to the retirement system, the member shall be required to contribute an amount sufficient to correct such error or the board shall pay an amount to the member to correct such error, as the case may be".

The Board's policy with respect to the correction of such errors, and the calculation of what constitutes the actuarial equivalent, consistent with the decision rendered in *Herrick v. Essex Regional Retirement Board*, 465 Mass. 801 (2013) and PERAC Memorandum #32/2013, shall require the Board to pay to the member or beneficiary, or in the case in which a member or beneficiary has been overpaid by the Board, the amount of the corrected benefit, together with three percent (3%) annual interest on the benefit paid or owed, as the case may be, computed from the date the error occurred to the date the error was corrected. In a circumstance in which the Board owes funds to the member or beneficiary, the Board will make a one-time lump-sum payment of the amount owed, and prospectively from the date of payment correct the error such that the member or beneficiary receives the corrected monthly benefit. In a circumstance in which the Board is owed funds by a member or beneficiary to correct an error, the Board shall in its sole discretion withhold an amount it deems appropriate from the member's or beneficiary's monthly benefit until such time as the debt is fully recovered. In a circumstance in which the Board is owed funds by a member or beneficiary to correct an error, and the member or beneficiary is no longer entitled to receive a monthly benefit, the Board will seek to recover any amount owed in the most prudent and practical manner possible, and reserves the right to maintain an action in contract to recover any amount due from the member, beneficiary or the member's or beneficiary's estate.

Travel Regulations:

The Wellesley Retirement System has adopted Travel Supplemental Regulations under the provisions of G.L. c. 7, § 50 and G.L. c. 32, § 21(4). Regulations available upon written request, and are also available on the PERAC website <http://www.mass.gov/perac/Wellesley>.

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 4 - ADMINISTRATION OF THE SYSTEM

The System is administered by a five-person Board of Retirement consisting of the Finance Director who shall be a member ex-officio, a second member appointed by the governing authority, a third and fourth member who shall be elected by the members in or retired from the service of such system, and a fifth member appointed by the other four board members.

Ex-officio Member: Sheryl Strouther

Appointed Member: David N. Kornwitz, Chairman Serves until a successor is appointed

Elected Member: Michael Leach Term Expires: 6/30/19

Elected Member: Timothy Barros Term Expires: 6/30/17

Appointed Member: Charles Cahill Term Expires: 6/31/18

The Board members are required to meet at least once a month. The Board must keep a record of all of its proceedings. The Board must annually submit to the appropriate authority an estimate of the expenses of administration and cost of operation of the system. The board must annually file a financial statement of condition for the system with the Executive Director of PERAC.

The investment of the system's funds is the responsibility of the Board. All retirement allowances must be approved by the Retirement Board. The PERAC Actuary performs verification prior to payment, unless the system has obtained a waiver for superannuation calculations allowing them to bypass this requirement. All expenses incurred by the System must be approved by a majority vote of the Board. Payments shall be made only upon vouchers signed by two persons designated by the Board.

Retirement board members and employees are bonded by an authorized agent representing a company licensed to do business in Massachusetts. Fidelity insurance is the only required policy coverage under Ch. 32 §21 and §23 as well as 840 CMR 17.01. The policy is designed to cover specific intentional acts such as theft, fraud or embezzlement and also specify who commits such acts, most commonly employees of the system. This coverage reimburses the system for the losses it suffers as a result of its employees' actions. It does not insure the employees for their illegal acts. Statutorily required coverage is provided by the current fidelity insurance policy to a limit of \$1,000,000 with a \$10,000 deductible issued through Travelers Casualty and Surety Company. The system also has Fiduciary coverage to a limit of \$50,000,000 under a blanket policy issued through the Massachusetts Association of Contributory Retirement Systems.

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 5 - ACTUARIAL VALUATION AND ASSUMPTIONS

The most recent actuarial valuation of the System was prepared by Segal Consulting as of January 1, 2015.

The actuarial liability for active members was	\$101,684,411
The actuarial liability for inactive members was	2,489,775
The actuarial liability for retired members was	<u>103,754,051</u>
The total actuarial liability was	\$207,928,237
System assets as of that date were (actuarial value)	<u>152,955,923</u>
The unfunded actuarial liability was	<u>\$54,972,314</u>
 The ratio of system's assets to total actuarial liability was	 73.6%
As of that date the total covered employee payroll was	\$35,959,727

The normal cost for employees on that date was 9.5% of payroll

The normal cost for the employer was 6.9% of payroll

The principal actuarial assumptions used in the valuation are as follows:

Investment Return:	6.75% per annum
Rate of Salary Increase based on years of service and group:	3.5% - 8.0% per annum varies by group and service

SCHEDULE OF FUNDING PROGRESS AS OF JANUARY 1, 2015

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a % of Cov. Payroll ((b-a)/c)
1/1/2015	\$152,955,923	\$207,928,237	\$54,972,314	73.6%	\$35,959,727	152.9%
1/1/2013	\$125,714,763	\$186,235,650	\$60,520,887	67.5%	\$34,036,988	177.8%
1/1/2012	\$125,424,614	\$165,408,231	\$39,983,617	75.8%	\$33,919,655	117.9%
1/1/2010	\$129,514,453	\$149,447,086	\$19,932,633	86.7%	\$32,053,329	62.2%
1/1/2008	\$144,298,124	\$136,021,926	(\$8,276,198)	106.1%	\$30,256,013	-27.4%
1/1/2006	\$127,011,492	\$123,086,217	(\$3,925,275)	103.2%	\$26,392,253	-14.9%

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 6 - MEMBERSHIP EXHIBIT

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Retirement in Past Years										
Superannuation	10	7	4	13	14	16	18	19	13	11
Ordinary Disability	0	0	0	0	0	0	0	0	0	1
Accidental Disability	0	0	1	1	1	4	2	1	1	0
Total Retirements	10	7	5	14	15	20	20	20	14	12
Total Retirees, Beneficiaries and Survivors	410	407	399	402	402	406	399	408	405	403
Total Active Members	621	669	709	660	674	654	667	675	690	692
Pension Payments										
Superannuation	\$5,283,196	\$5,340,264	\$5,384,121	\$5,596,858	\$5,796,437	\$5,932,862	\$5,896,832	\$6,309,154	\$6,679,997	\$6,851,333
Survivor/Beneficiary Payments	465,936	540,902	530,316	562,677	541,942	541,414	572,945	559,890	562,672	577,343
Ordinary Disability	32,955	52,214	34,669	35,578	36,492	56,981	37,876	38,896	26,541	63,627
Accidental Disability	796,720	756,341	737,926	805,092	860,138	1,048,775	1,068,156	1,157,232	1,182,048	1,123,419
Other	399,185	554,747	297,373	379,851	434,242	455,870	423,210	448,687	419,301	403,858
Total Payments for Year	\$6,977,992	\$7,244,468	\$6,984,405	\$7,380,056	\$7,669,251	\$8,035,902	\$7,999,019	\$8,513,859	\$8,870,560	\$9,019,580

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